

**IN THE MATTER OF** a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1.

**B E T W E E N:**

**OTTAWA POLICE SERVICE**

Applicant

- and -

**CONSTABLE JEROME RABIHA-STEVENSON #2701**

Respondent

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**SETTLEMENT AGREEMENT**

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**A. BACKGROUND**

This Settlement Agreement (the “Agreement”) is entered into by Cst. Jerome Rabiha-Stevens (“Cst. Rabiha-Stevens”) and the Ottawa Police Service (the “Service”) pursuant to section 202(8) of the *Community Safety and Policing Act* (“CSPA”).

**B. ALLEGATIONS OF MISCONDUCT**

Constable Jerome Rabiha-Stevens #2701:

COUNT ONE: FAILURE TO COMPLY WITH A PROCEDURE ESTABLISHED BY THE CHIEF OF POLICE

You are alleged to have committed misconduct in that, between March 2024 and May 2025, you conducted 17 unauthorized queries of individuals personally known to you, both on and off duty, for personal reasons, via the Ministry of Transportation of Ontario Inquiry Services System (“MTO ISS”) database as well as the Canadian Police Information Centre (“CPIC”) database, in contravention of OPS Policy No. 2.23, the Ottawa Police Service (“OPS”) Information Technology (“I.T.”) User Acknowledgement Form, the MTO User Access Acknowledgement Form, and the CPIC System User Acknowledgement Form, thereby failing to comply with procedures established by the Chief of Police, contrary to Section 27 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

#### COUNT TWO: FAILURE TO COMPLY WITH A PROCEDURE ESTABLISHED BY THE CHIEF OF POLICE

You are alleged to have committed misconduct in that, between December 2024 and May 2025, you conducted 49 unauthorized queries of members of the public, both on and off duty, for personal reasons, via the MTO ISS database as well as the CPIC database, in contravention of OPS Policy No. 2.23, the OPS I.T. User Acknowledgement Form, the MTO User Access Acknowledgement Form, and the CPIC System User Acknowledgement Form, thereby failing to comply with procedures established by the Chief of Police, contrary to Section 27 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

#### COUNT THREE: UNDERMINE PUBLIC TRUST

You are alleged to have committed misconduct in that, on April 27, 2025, while on duty, in police uniform, and operating a marked police cruiser, you confronted your domestic partner and a male individual in a Tim Hortons parking lot, manoeuvring your police cruiser between their parked vehicles resulting in damage to the male’s vehicle, thereby conducting yourself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to Section 10 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

#### COUNT FOUR: UNDERMINE PUBLIC TRUST

You are alleged to have committed misconduct in that, between March 2024 and May 2025, you conducted unauthorized queries of female individuals you met at a gym via the MTO ISS database and CPIC database, for the purpose of identifying them, locating their social media, and/or to initiate contact, thereby conducting yourself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to Section 10 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

### **C. AGREED STATEMENT OF FACTS**

Cst. Rabiha-Stevens and the Service have agreed upon the following facts:

#### Background

1. Cst. Rabiha-Stevens has been a sworn member of the OPS since March 2022. He is currently assigned to frontline patrol on Platoon A, East Division.
2. On March 30, 2022, Cst. Rabiha-Stevens signed the I.T. 'General User Acknowledgement Form' indicating his acknowledgement of and agreement to terms governing the acceptable use of OPS I.T. resources. In signing, Cst. Rabiha-Stevens acknowledged and agreed that "any use of the OPS systems which is perceived to be illegal, harassing, offensive, in violation of OPS or another organization's policies, or which could reflect adversely on the OPS, could result in disciplinary action including criminal and/or civil prosecution and *Police Services Act* charges."
3. On March 30, 2022, Cst. Rabiha-Stevens signed the CPIC 'System User Acknowledgement Form' indicating his acknowledgement of and agreement to terms governing the use of the CPIC database. In signing, Cst. Rabiha-Stevens acknowledged that any and all access to the information held in a CPIC system was to be used solely within the mandate for which the OPS was granted access and for no other purpose.
4. On September 14, 2022, Cst. Rabiha-Stevens signed the MTO 'User Access Acknowledgment Form' indicating his acknowledgement of and agreement to terms governing the use of the MTO ISS database. In signing, Cst. Rabiha-Stevens agreed to only access information when necessary to perform his duties in the course of his employment as a police officer and acknowledged the prohibition against accessing the database or using the information for personal reasons.
5. OPS Policy No.6.01 'Acceptable Use of Information and Technology' applies to all members of the OPS and states at section 1.1.6 that "Access to police information databases is permitted only for official policing purposes and that access for personal interests or non-official interests is prohibited."

#### Motor vehicle collision and report to OPS

6. On April 27, 2025, at approximately 1:00am, while on duty, in police uniform, and operating a marked police cruiser, Cst. Rabiha-Stevens observed his partner, S.T., sitting in a parked vehicle in a Tim Horton's parking lot with a male occupant, B.H., in the front passenger seat. Cst. Rabiha-Stevens maneuvered his police cruiser between S.T.'s and B.H.'s vehicle and confronted S.T. about what she was doing and the whereabouts of their child. He then reversed his police cruiser and left the parking lot. In reversing, Cst. Rabiha-Stevens made contact with B.H.'s vehicle, leaving minor, but visible damage. The police cruiser was not damaged.

7. The incident was reported later that same day when B.H. contacted the OPS in relation to the motor vehicle collision. He reported that Cst. Rabiha-Stevens had pulled up aggressively beside the parked vehicle and made contact with it, resulting in damage to the vehicle. An invoice was subsequently provided detailing the repairs to the vehicle totaling \$2632.05. Repair costs were ultimately resolved through the vehicle owner's insurance.
8. As a result of this incident, investigations were initiated by the OPS Intimate Partner Violence Unit, the Motor Vehicle Collision Investigative Unit. No criminal charges were laid.
9. During the investigation into the motor vehicle collision, it was disclosed by G.L. (the registered owner of the vehicle driven by B.H. during the incident, who is also his ex-partner) that she had been involved in a sexual relationship with Cst. Rabiha-Stevens. G.L. also disclosed that Cst. Rabiha-Stevens appeared to know her home address despite never having shared that information with him. This prompted concerns leading to a Professional Standards Unit ("PSU") Investigation initiated on May 14, 2025.

MTO ISS and CPIC offline review

10. As part of the PSU Investigation, a review of MTO ISS queries made by Cst. Rabiha-Stevens confirmed he had queried G.L.'s license plate on April 8, 2025. Further review revealed Cst. Rabiha-Stevens conducted numerous unauthorized queries on MTO ISS and CPIC databases between March 2024 and May 2025. The queries involved individuals personally known to him as well as members of the public. The queries were conducted both on and off-duty, including during sick leave, annual leave, as well as from his OPS issued cellphone. A review of the internal OPS Records Management System (RMS) revealed that the queries were not related to any police interactions on the dates they occurred.
11. The investigation revealed that:
  - i. Between March 2024 and May 2025, Cst. Rabiha-Stevens conducted 17 unauthorized queries via the MTO ISS database as well as the CPIC database of individuals personally known to him. These queries related in large part to his personal relationships, and included queries of his ex-partner S.T.'s parents, the individual with whom he was having an affair, G.L., and G.L.'s ex-partner, B.H.
  - ii. Between December 2024 and May 2025, Cst. Rabiha-Stevens conducted 3 unauthorized queries via the MTO ISS database relating to female individuals he met or observed at the gym, in an effort to identify them, locate their social media, and/or initiate contact.
  - iii. Between December 2024 and May 2025, Cst. Rabiha-Stevens conducted 49 unauthorized queries via the MTO ISS and CPIC databases of members of the public.

These queries related to individuals with whom he had no or limited personal connection, residing in and around his community, as well as outside OPS jurisdiction.

#### Professional Standards Unit interviews

##### *Witness S.T.*

12. On May 2, 2025, Cst. Rabiha-Stevens' ex-partner, S.T., was interviewed by PSU investigators. S.T. explained that she was in the process of separating from Cst. Rabiha-Stevens.
13. S.T. stated that, on April 27, 2025, she was hanging out with B.H. after they had gone bowling. S.T. and B.H. were not dating. She was aware that B.H. was the ex-partner of G.L., the individual with whom Cst. Rabiha-Stevens was having an affair. S.T. described Cst. Rabiha-Stevens' driving during the motor vehicle collision as "reckless" and said she felt threatened by his behavior, as her friendship with B.H. was not a secret. She was not afraid of Cst. Rabiha-Stevens but felt his actions during the confrontation were wrong.

##### *Witness G.L.*

14. On June 19, 2025, the individual with whom Cst. Rabiha-Stevens had engaged in an affair, G.L., was interviewed by PSU investigators. G.L. stated that she first met Cst. Rabiha-Stevens at the gym around March 2024. She did not initially provide her name to him and they had no mutual friends. Despite this, he found her on Instagram and sent her a follow request. She knew from his Instagram that he was a police officer. A sexual relationship between them ensued.
15. G.L. was in a complicated relationship with her ex-partner, B.H., with whom she cohabitated. B.H. eventually became aware of the affair and G.L. removed Cst. Rabiha-Stevens from her Instagram as a result.
16. G.L. told PSU investigators that during their involvement, Cst. Rabiha-Stevens told her that he had driven by her house in January or February 2025, around 3:00 a.m. or 4:00 a.m. This made her uncomfortable as she had never told him where she lived. Cst. Rabiha-Stevens claimed that, at the time, he had been assisting the Ontario Provincial Police in the area. However, G.L. believed he had "looked up" her license plate and learned her address that way.

17. G.L. stated that she believed Cst. Rabiha-Stevens was with multiple women and that he had not been honest with her. Communication between them ceased in January 2025 when Cst. Rabiha-Stevens ended the relationship.

*Witness J.R.*

18. On November 28, 2025, J.R., an individual Cst. Rabiha-Stevens met at the gym and whose license plate and similar variations he repeatedly queried between December 2024 and March 2025, was interviewed by PSU investigators.

19. J.R. stated that she first met Cst. Rabiha-Stevens at the gym in late 2024. They engaged in conversations around Hyrox training. Cst. Rabiha-Stevens followed her on Instagram shortly afterwards, and she received her first message from him on January 7, 2025. She would occasionally see him at the gym but never met with him outside of the gym and never formed a personal relationship with him. She did not believe he knew where she lived or worked.

*Witness M.E.K.*

20. On December 2, 2025, M.E.K., an individual residing in Cst. Rabiha-Stevens' neighborhood whose license plate he had queried, was interviewed by PSU investigators.

21. M.E.K. stated that she did not know any police officer personally, and that she did not know anyone by the name of Jerome Rabiha-Stevens.

*Respondent officer interview*

22. On July 29, 2025, Cst. Rabiha-Stevens attended a compelled interview with PSU investigators.

23. During the interview, Cst. Rabiha-Stevens explained that he met G.L. at the gym in early 2024. He confirmed that she did not provide her name or address to him. He similarly confirmed that he knew where she lived and had, in the past, driven past her house. He explained knowing where she lived because he would occasionally drive around the area looking at houses, and recognized her car in the driveway because he had spent time in it.

24. When asked about the on-duty query of G.L.'s license plate on CPIC on March 7, 2024, Cst. Rabiha-Stevens stated he wanted to know who she was, but ultimately could not recall the exact reason. He went on to state that, while he did know her, he queried G.L.'s license plate on MTO ISS on April 8, 2025, because he knew she shared vehicles with B.H., and he wanted insight into whether B.H. was hanging out with S.T. Cst. Rabiha-Stevens acknowledged that

the queries of G.L. were not in the lawful execution of his duties, but that he “got into a loop” of being focused on his personal relationships and was consumed by the situation.

25. Cst. Rabiha-Stevens believed S.T. had become involved with B.H., which led him to query B.H.’s name. He knew B.H. had told S.T. about the affair and believed there was something between them. Over the dates of April 3 and 8, 2025 as well as May 11, 2025, while on and off-duty, Cst. Rabiha-Stevens queried B.H.’s name, driver’s license, and various vehicle identification numbers and license plates on MTO ISS belonging to vehicles registered to B.H.
26. During the interview, Cst. Rabiha-Stevens acknowledged conducting the queries relating to B.H. He stated that he queried the vehicle identification numbers to determine whether those vehicles were being used to meet with S.T. He further admitted to feeling jealous and hurt, and to querying B.H. in an effort to put a face to the name and to see “what was so special about him.” In his own words, he “became obsessed” as he knew B.H. was talking to S.T. and spending time with her. Cst. Rabiha-Stevens told PSU investigators that he knew querying B.H. was not the right thing to do and that he should never have queried him.
27. Cst. Rabiha-Stevens also acknowledged querying S.T.’s mother and father’s names, license plates, and variations of their license plates on MTO ISS and CPIC. On April 26, 2025, while on-duty, Cst. Rabiha-Stevens queried a license plate registered to S.T.’s father on CPIC. On May 7, 2025, while off-duty, he queried the same license plate along with similar variations, as well as S.T.’s father’s name, on MTO ISS. On May 10, 2025, while off-duty, Cst. Rabiha-Stevens queried S.T.’s mother’s name and a license plate he believed to be hers on MTO ISS. He admitted to being paranoid and unsure whether S.T. was using her parents’ vehicles to meet with B.H.
28. PSU investigators asked Cst. Rabiha-Stevens to explain a number of queries between December 2024 and May 2025 that were linked to license plates registered to individuals living in and around the area where he lived, as well as outside OPS jurisdiction. The investigation revealed that the license plates queried by Cst. Rabiha-Stevens belonged to registered owners in Embrun, Casselman, Chrysler, St Charles, Hawksbury, Orleans, Rockland, Kitchener, Nepean, Val Caron, St Albert, and Russell. These queries were conducted on and off-duty, from both the MTO ISS portal on the Mobile Dispatch Terminal as well as the MTO ISS application on his OPS issued cellphone. Cst. Rabiha-Stevens could not recall the majority of these queries and could not explain why he conducted them. He indicated he did not recognize the individuals to whom the queried license plates belonged. His explanations for these queries included that he was curious, and that he tended to make mental notes of license plates that drove by his house.

29. When questioned about the MTO ISS query relating to M.E.K. conducted on March 6, 2025, Cst. Rabiha-Stevens did not recognize the name, but recalled the query related to a woman that had said hi to him while he was walking with his child in his neighborhood. He was curious to know her background as she was not Caucasian and he found her attractive. He queried two variations of the license plate on MTO ISS, and “put two and two together” when one of the queries returned a middle eastern name.
30. On March 20, 2025, among other unauthorized queries, Cst. Rabiha-Stevens queried a license plate on MTO ISS belonging to a registered owner in Orleans. While he recognized the name as belonging to a neighbor, he stated he did not know why he queried that license plate. The following day, on March 21, 2025, Cst. Rabiha-Stevens queried two additional license plates. Despite not recognizing the name or license plate, he explained that these queries were done out of curiosity about who lived across the street from him. The investigation revealed that the registered owners of the license plates queried on March 20 and 21, 2025, were relatives.
31. Several of the unauthorized queries conducted by Cst. Rabiha-Stevens between December 2024 and May 2025 stemmed from individuals he met or observed at the gym.
32. Over the dates of December 2, 22, 23, and 26, 2024, Cst. Rabiha-Stevens made numerous queries on MTO ISS and one on CPIC, both on and off-duty, of license plate variations similar to the one belonging to J.R., who he had met at the gym. He explained during the interview that the queries were done out of curiosity, and that he had shuffled the characters around in attempts to determine if the person queried was “the right person.” He acknowledged that the queries were not work related and was aware he should not have conducted them. When asked about the query on December 26, 2024, Cst. Rabiha-Stevens recognized the registered owner as J.R. and believed the license plate queried to have been from the gym, explaining that he conducted the query as he was not sure if it belonged to her.
33. Cst. Rabiha-Stevens continued querying license plate variations similar to the one belonging to J.R. in March 2025 on MTO ISS. He stated during the interview that he believed those queries to be similar to the ones he previously conducted in late 2024, but ultimately had no explanation as to why those similar license plates were queried, and did not recognize the names to which they were registered.
34. While on duty on March 24, 2025, Cst. Rabiha-Stevens queried several license plates on MTO ISS that he could not recall at the time of the interview. He acknowledged that it was “not a good look” but that he had the license plates memorized. Cst. Rabiha-Stevens recalled two women from the gym he normally said hi to and suggested that the registered owner may have been someone from the gym. He was unable to provide a reason for the query beyond that he was a curious person and that he wanted to find out who they were.

35. On May 12, 2025, while off duty, Cst. Rabiha-Stevens queried a license plate on MTO ISS while parked outside of the gym. He explained that he thought this license plate belonged to an individual known to him, with whom he had a personal conflict and wanted to avoid an interaction. He gave the same explanation when asked about an off-duty license plate query occurring two days later on May 14, 2025, which was also conducted at the gym.

#### **D. FINDINGS OF MISCONDUCT**

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Rabiha-Stevens enters a plea of guilty to four counts of misconduct. Cst. Rabiha-Stevens and the Service agree that the following findings of misconduct be made by the Adjudicator in this matter:

1. The Adjudicator finds Cst. Rabiha-Stevens guilty of two counts of Failure to Comply with Procedures Established by the Chief of Police on clear and convincing evidence.
  - i. Between March 2024 and May 2025, Cst. Rabiha-Stevens committed misconduct in that he conducted 17 unauthorized queries of individuals personally known to him, both on and off duty, for personal reasons, via the MTO ISS database as well as the CPIC database, in contravention of OPS Policy No. 2.23, the OPS I.T. User Acknowledgement Form, the MTO User Access Acknowledgement Form, and the CPIC System User Acknowledgement Form, thereby failing to comply with procedures established by the Chief of Police, contrary to Section 27 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.
  - ii. Between December 2024 and May 2025, Cst. Rabiha-Stevens committed misconduct in that he conducted 49 unauthorized queries of members of the public, both on and off duty, for personal reasons, via the MTO ISS database as well as the CPIC database, in contravention of OPS Policy No. 2.23, the OPS I.T. User Acknowledgement Form, the MTO User Access Acknowledgement Form, and the CPIC System User Acknowledgement Form, thereby failing to comply with procedures established by the Chief of Police, contrary to Section 27 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.
2. The Adjudicator finds Cst. Rabiha-Stevens guilty of two counts of Undermine Public Trust on clear and convincing evidence.
  - i. On April 27, 2025, Cst. Rabiha-Stevens committed misconduct in that, while on duty, in police uniform, and operating a marked police cruiser, he confronted his domestic partner and a male individual in a Tim Hortons parking lot, manoeuvring his police cruiser between their parked vehicles resulting in damage to the male's vehicle, thereby conducting himself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to Section 10 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

- ii. Between March 2024 and May 2025, Cst. Rabiha-Stevens committed misconduct in that he conducted unauthorized queries of female individuals he met at a gym via the MTO ISS database and CPIC database, for the purpose of identifying them, locating their social media, and/or to initiate contact, thereby conducting himself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to Section 10 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

## E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Rabiha-Stevens' guilty plea, as well as the Findings of Misconduct, Cst. Rabiha-Stevens and the Service agree that this matter be resolved through the following Orders being made by the Adjudicator, pursuant to Section 202(8) of the *Community Safety and Policing Act*:

1. Cst. Rabiha-Stevens will be demoted from the rank of First Class Constable to Second Class Constable for a period of eighteen (18) months, following which the officer will be returned to the rank of First Class Constable, on the basis of satisfactory work performance to be determined by the Service, pursuant to section 202(9)3 of the *Community Safety and Policing Act*.

## F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to the terms of this Agreement and to the terms of the Consent Order attached as **Schedule A** to this Settlement Agreement.
2. Cst. Rabiha-Stevens acknowledges and agrees that he has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Settlement Agreement; and that he has obtained independent legal advice or has chosen not to do so, and that he is entering into this agreement with full knowledge of the contents and the consequences.
3. Cst. Rabiha-Stevens acknowledges and is aware that the Ontario Police Arbitration and Adjudication Commission ("OPAAC") and/or the Service will publish the Settlement Agreement and/or the Consent Order, or portions thereof, on their respective websites and/or in publicly accessible legal databases, and in other such places and by such other means that the OPAAC and Service deem appropriate.

  
Constable Jerome Rabiha-Stevens #2701

\_\_\_\_\_  
Date

  
Ottawa Police Service

\_\_\_\_\_  
Date

**SCHEDULE A**

**IN THE MATTER OF** a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1.

**B E T W E E N:**

**OTTAWA POLICE SERVICE**

Applicant

- and -

**CONSTABLE JEROME RABIHA-STEVENSON #2701**

Respondent

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**CONSENT ORDER**

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**WHEREAS** the Settlement Agreement, a copy of which is attached hereto, has been executed by the Parties pursuant to section 202(8) of the *Community Safety and Policing Act*;

**NOW THEREFORE**, having made the findings outlined in the Settlement Agreement, and found that Constable Jerome Rabiha-Stevens (“Cst. Rabiha-Stevens”) committed misconduct within the meaning of section 195(a) of the *Community Safety and Policing Act* on clear and convincing evidence, pursuant to section 202(8) of the *Community Safety and Policing Act*, it is ordered that:

1. Cst. Rabiha-Stevens will be demoted from the rank of First Class Constable to Second Class Constable for a period of eighteen (18) months, following which the officer will be returned to the rank of First Class Constable, on the basis of satisfactory work performance

to be determined by the Service, pursuant to section 202(9)3 of the *Community Safety and Policing Act*.

Dated this \_\_\_\_ day of April 2026 at the City of \_\_\_\_\_, Ontario.

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VERLYN FRANCIS  
Verlyn Francis, Adjudicator  
Ontario Police Arbitration and Adjudication Commission